



H-2A Agricultural Clearance Order
Form ETA-790A
U.S. Department of Labor

A. Job Offer Information

1. Job Title * Farmworker: Diversified							
2. Workers Needed *		a. Total	b. H-2A	Period of Intended Employment			
		130	128	3. Begin Date * 6/25/2022		4. End Date * 8/10/2022	
5. Will this job generally require the worker to be on-call 24 hours a day and 7 days a week? * If "Yes", proceed to question 8. If "No", complete questions 6 and 7 below.						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
6. Anticipated days and hours of work per week *						7. Hourly work schedule *	
40	a. Total Hours	7	c. Monday	7	e. Wednesday	7	g. Friday
0	b. Sunday	7	d. Tuesday	7	f. Thursday	5	h. Saturday
						a. 6 : 00	<input checked="" type="checkbox"/> AM <input type="checkbox"/> PM
						b. 2 : 00	<input type="checkbox"/> AM <input checked="" type="checkbox"/> PM
Temporary Agricultural Services and Wage Offer Information							
8a. Job Duties - Description of the specific services or labor to be performed. * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							
8b. Wage Offer *		8c. Per *		8d. Piece Rate Offer \$		8e. Piece Rate Units/Special Pay Information \$	
\$ 16 19		<input checked="" type="checkbox"/> HOUR <input type="checkbox"/> MONTH		\$			
9. Is a completed Addendum A providing additional information on the crops or agricultural activities and wage offers attached to this job offer? *						<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	
10. Frequency of Pay. * <input type="checkbox"/> Weekly <input checked="" type="checkbox"/> Biweekly <input type="checkbox"/> Monthly <input type="checkbox"/> Other (specify):						N/A	
11. State all deduction(s) from pay and, if known, the amount(s). * (Please begin response on this form and use Addendum C if additional space is needed.) See Addendum C							



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B. Minimum Job Qualifications/Requirements

1. Education: minimum U.S. diploma/degree required. *			
<input checked="" type="checkbox"/> None <input type="checkbox"/> High School/GED <input type="checkbox"/> Associate's <input type="checkbox"/> Bachelor's <input type="checkbox"/> Master's or Higher <input type="checkbox"/> Other degree (JD, MD, etc.)			
2. Work Experience: number of <u>months</u> required. *	3	3. Training: number of <u>months</u> required. *	0
4. Basic Job Requirements (check all that apply) *			
<input type="checkbox"/> a. Certification/license requirements		<input checked="" type="checkbox"/> g. Exposure to extreme temperatures	
<input type="checkbox"/> b. Driver requirements		<input checked="" type="checkbox"/> h. Extensive pushing or pulling	
<input type="checkbox"/> c. Criminal background check		<input checked="" type="checkbox"/> i. Extensive sitting or walking	
<input checked="" type="checkbox"/> d. Drug screen		<input checked="" type="checkbox"/> j. Frequent stooping or bending over	
<input checked="" type="checkbox"/> e. Lifting requirement <u>75</u> lbs.		<input checked="" type="checkbox"/> k. Repetitive movements	
5a. Supervision: does this position supervise the work of other employees? *	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No	5b. If "Yes" to question 5a, enter the number of employees worker will supervise. \$	
6. Additional Information Regarding Job Qualifications/Requirements. (Please begin response on this form and use Addendum C if additional space is needed. If no additional skills or requirements, enter " NONE " below) *			
See Addendum C			

C. Place of Employment Information

1. Address/Location *			
901 W 4th St			
2. City *	3. State *	4. Postal Code *	5. County *
Waterloo	Iowa	50701	Black Hawk
6. Additional Place of Employment Information (If no additional information, enter " NONE " below) *			
Syngenta Seeds 128 workers 6/25/22 - 8/10/22			
7. Is a completed Addendum B providing additional information on the places of employment and/or agricultural businesses who will employ workers, or to whom the employer will be providing workers, attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No

D. Housing Information

1. Housing Address/Location *			
3052 Marne Ave			
2. City *	3. State *	4. Postal Code *	5. County *
Waterloo	Iowa	50701	Black Hawk
6. Type of Housing *		7. Total Units *	8. Total Occupancy *
Motel		1	24
9. Housing complies or will comply with the following applicable standards: *		<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input type="checkbox"/> Federal	
10. Additional Housing Information. (If no additional information, enter " NONE " below) *			
See Addendum C for additional housing information			
11. Is a completed Addendum B providing additional information on housing that will be provided to workers attached to this job order? *			<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No



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E. Provision of Meals

<p>1. Describe <u>how</u> the employer will provide each worker with 3 meals a day or furnish free and convenient cooking and kitchen facilities. * (Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>Employer will provide meals. They are prepared at the Conesville location's kitchen, and delivered to the workers in the field. Bread/coffee - 5:30 am. Breakfast/lunch delivered by 8:00am. Breakfast and lunch are loaded on the buses in catering totes designed to lose no more than 1 degree per hour. Supper is delivered on or before 6:00pm.</p>	
2. If meals are provided, the employer: *	<input type="checkbox"/> WILL NOT charge workers for such meals.
	<input checked="" type="checkbox"/> WILL charge workers for such meals at \$ <u>22</u> . <u>33</u> per day per worker.

F. Transportation and Daily Subsistence

<p>1. Describe the terms and arrangement for daily transportation the employer will provide to workers. *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>Employer will offer free transportation for workers living in employer's housing facility both to and from the daily work site. The use of the transportation by the worker is voluntary; no worker will be required as a condition of employment to utilize the transportation offered by the employer. Workers are free to choose their own means of transportation at their own expense.</p>		
<p>2. Describe the terms and arrangements for providing workers with transportation (a) to the place of employment (i.e., inbound) and (b) from the place of employment (i.e., outbound). *</p> <p>(Please begin response on this form and use Addendum C if additional space is needed.)</p> <p>The Employer will not advance transportation and subsistence costs to workers for transportation to the place of employment. Employer reserves the right to arrange transportation in advance.</p>		
3. During the travel described in Item 2, the employer will pay for or reimburse daily meals by providing each worker *	a. no less than	\$ <u>22</u> . <u>33</u> per day *
	b. no more than	\$ <u>59</u> . <u>00</u> per day with receipts

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G. Referral and Hiring Instructions

1. Explain how prospective applicants may be considered for employment under this job order, including verifiable contact information for the employer, or the employer's authorized hiring representative, methods of contact, and the days and hours applicants will be considered for the job opportunity. *

(Please begin response on this form and use Addendum C if additional space is needed.)

See Addendum C

2. Telephone Number to Apply *

N/A

3. Email Address to Apply *

tbellespiga@hotmail.com

4. Website address (URL) to Apply *

<https://seasonaljobs.dol.gov/>

H. Additional Material Terms and Conditions of the Job Offer

1. Is a completed **Addendum C** providing additional information about the material terms, conditions, and benefits (monetary and non-monetary) that will be provided by the employer attached to this job order? *

☒ Yes ☐ No



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I. Conditions of Employment and Assurances for H-2A Agricultural Clearance Orders

By virtue of my signature below, I **HEREBY CERTIFY** my knowledge of and compliance with applicable Federal, State, and local employment-related laws and regulations, including employment-related health and safety laws, and certify the following conditions of employment:

1. **JOB OPPORTUNITY:** Employer assures that the job opportunity identified in this clearance order (hereinafter also referred to as the "job order") is a full-time temporary position being placed with the SWA in connection with an H-2A *Application for Temporary Employment Certification* for H-2A workers and this clearance order satisfies the requirements for agricultural clearance orders in 20 CFR 653, subpart F and the requirements set forth in 20 CFR 655.122. This job opportunity offers U.S. workers no less than the same benefits, wages, and working conditions that the employer is offering, intends to offer, or will provide to H-2A workers and complies with the requirements at 20 CFR 655, Subpart B. The job opportunity is open to any qualified U.S. worker regardless of race, color, national origin, age, sex, religion, handicap, or citizenship.
2. **NO STRIKE, LOCKOUT, OR WORK STOPPAGE:** Employer assures that this job opportunity, including all worksites for which the employer is requesting H-2A labor certification does not currently have workers on strike or being locked out in the course of a labor dispute. 20 CFR 655.135(b).
3. **HOUSING FOR WORKERS:** Employer agrees to provide for or secure housing for H-2A workers and those workers in corresponding employment who are not reasonably able to return to their residence at the end of the work day. That housing complies with the applicable local, State, or Federal standards and is sufficient to house the specified number of workers requested through the clearance system. The employer will provide the housing without charge to the worker. Any charges for rental housing will be paid directly by the employer to the owner or operator of the housing. If public accommodations are provided to workers, the employer agrees to pay all housing-related charges directly to the housing's management. The employer agrees that charges in the form of deposits for bedding or other similar incidentals related to housing (e.g., utilities) must not be levied upon workers. However, the employer may require workers to reimburse them for damage caused to housing by the individual worker(s) found to have been responsible for damage which is not the result of normal wear and tear related to habitation. When it is the prevailing practice in the area of intended employment and the occupation to provide family housing, the employer agrees to provide family housing at no cost to workers with families who request it. 20 CFR 655.122(d), 653.501(c)(3)(vi).

Request for Conditional Access to Intrastate or Interstate Clearance System: Employer assures that the housing disclosed on this clearance order will be in full compliance with all applicable local, State, or Federal standards at least 20 calendar days before the housing is to be occupied. 20 CFR 653.502(a)(3). The Certifying Officer will not certify the application until the housing has been inspected and approved.

4. **WORKERS' COMPENSATION COVERAGE:** Employer agrees to provide workers' compensation insurance coverage in compliance with State law covering injury and disease arising out of and in the course of the worker's employment. If the type of employment for which the certification is sought is not covered by or is exempt from the State's workers' compensation law, the employer agrees to provide, at no cost to the worker, insurance covering injury and disease arising out of and in the course of the worker's employment that will provide benefits at least equal to those provided under the State workers' compensation law for other comparable employment. 20 CFR 655.122(e).
5. **EMPLOYER-PROVIDED TOOLS AND EQUIPMENT:** Employer agrees to provide to the worker, without charge or deposit charge, all tools, supplies, and equipment required to perform the duties assigned. 20 CFR 655.122(f).
6. **MEALS:** Employer agrees to provide each worker with three meals a day or furnish free and convenient cooking and kitchen facilities to the workers that will enable the workers to prepare their own meals. Where the employer provides the meals, the job offer will state the charge, if any, to the worker for such meals. The amount of meal charges is governed by 20 CFR 655.173. 20 CFR 655.122(g).

For workers engaged in the herding or production of livestock on the range, the employer agrees to provide each worker, without charge or deposit charge, (1) either three sufficient meals a day, or free and convenient cooking facilities and adequate provision of food to enable the worker to prepare his own meals. To be sufficient or adequate, the meals or food provided must include a daily source of protein, vitamins, and minerals; and (2) adequate potable water, or water that can be easily rendered potable and the means to do so. 20 CFR 655.210(e).

7. **TRANSPORTATION AND DAILY SUBSISTENCE:** Employer agrees to provide the following transportation and daily subsistence benefits to eligible workers.

A. Transportation to Place of Employment (Inbound)

If the worker completes 50 percent of the work contract period, and the employer did not directly provide such transportation or subsistence or otherwise has not yet paid the worker for such transportation or subsistence costs, the employer agrees to reimburse the worker for reasonable costs incurred by the worker for transportation and daily subsistence from the place from which the worker has come to work for the employer, whether in the U.S. or abroad to the place of employment. The amount of the transportation payment must be no less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. The amount the employer will pay for daily subsistence expenses are those amounts disclosed in this clearance order, which are at least as much as the employer would charge the worker for providing the worker with three meals a day during employment (if applicable), but in no event will less than the amount permitted under 20 CFR 655.173(a). The employer understands that the Fair Labor Standards Act applies independently of the H-2A requirements and imposes obligations on employers regarding payment of wages. 20 CFR 655.122(h)(1).

B. Transportation from Place of Employment (Outbound)

If the worker completes the work contract period, or is terminated without cause, and the worker has no immediate subsequent H-2A employment, the employer agrees to provide or pay for the worker's transportation and daily subsistence from the place of employment to the place from which the worker, disregarding intervening employment, departed to work for the employer. Return transportation will not be provided to workers who voluntarily abandon employment before the end of the work contract period, or who are terminated for cause, if the employer follows the notification requirements in 20 CFR 655.122(n).



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If the worker has contracted with a subsequent employer who has not agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the employer must provide for such expenses. If the worker has contracted with a subsequent employer who has agreed in such work contract to provide or pay for the worker's transportation and daily subsistence expenses from the employer's worksite to such subsequent employer's worksite, the subsequent employer must provide or pay for such expenses.

The employer is not relieved of its obligation to provide or pay for return transportation and subsistence if an H-2A worker is displaced as a result of the employer's compliance with the 50 percent rule as described in sec. 655.135(d) of this subpart with respect to the referrals made after the employer's date of need. 20 CFR 655.122(h)(2).

C. *Daily Transportation*

Employer agrees to provide transportation between housing provided or secured by the employer and the employer's worksite(s) at no cost to the worker. 20 CFR 655.122(h)(3).

D. *Compliance with Transportation Standards*

Employer assures that all employer-provided transportation will comply with all applicable Federal, State, or local laws and regulations. Employer agrees to provide, at a minimum, the same transportation safety standards, driver licensure, and vehicle insurance as required under 29 U.S.C. 1841 and 29 CFR 500.105 and 29 CFR 500.120 to 500.128. If workers' compensation is used to cover transportation, in lieu of vehicle insurance, the employer will ensure that such workers' compensation covers all travel or that vehicle insurance exists to provide coverage for travel not covered by workers' compensation. Employer agrees to have property damage insurance. 20 CFR 655.122(h)(4).

8. **THREE-FOURTHS GUARANTEE:** Employer agrees to offer the worker employment for a total number of work hours equal to at least three-fourths of the workdays of the total period beginning with the first workday after the arrival of the worker at the place of employment or the advertised contractual first date of need, whichever is later, and ending on the expiration date specified in the work contract or in its extensions, if any. 20 CFR 655.122(i).

The employer may offer the worker more than the specified hours of work on a single workday. For purposes of meeting the three-fourths guarantee, the worker will not be required to work for more than the number of hours specified in the job order for a workday, or on the worker's Sabbath or Federal holidays. If, during the total work contract period, the employer affords the U.S. or H-2A worker less employment than that required under this guarantee, the employer will pay such worker the amount the worker would have earned had the worker, in fact, worked for the guaranteed number of days. An employer will not be considered to have met the work guarantee if the employer has merely offered work on three-fourths of the workdays if each workday did not consist of a full number of hours of work time as specified in the job order. All hours of work actually performed may be counted by the employer in calculating whether the period of guaranteed employment has been met. Any hours the worker fails to work, up to a maximum of the number of hours specified in the job order for a workday, when the worker has been offered an opportunity to work, and all hours of work actually performed (including voluntary work over 8 hours in a workday or on the worker's Sabbath or Federal holidays), may be counted by the employer in calculating whether the period of guaranteed employment has been met. 20 CFR 655.122(i).

If the worker is paid on a piece rate basis, the employer agrees to use the worker's average hourly piece rate earnings or the required hourly wage rate, whichever is higher, to calculate the amount due under the three-fourths guarantee. 20 CFR 655.122(i).

If the worker voluntarily abandons employment before the end of the period of employment set forth in the job order, or is terminated for cause, and the employer follows the notification requirements in 20 CFR 655.122(n), the worker is not entitled to the three-fourths guarantee. The employer is not liable for payment of the three-fourths guarantee to an H-2A worker whom the Department of Labor certifies is displaced due to the employer's requirement to hire qualified and available U.S. workers during the recruitment period set out in 20 CFR 655.135(d), which lasts until 50 percent of the period of the work contract has elapsed (50 percent rule). 20 CFR 655.122(i).

Important Note: In circumstances where the work contract is terminated due to contract impossibility under 20 CFR 655.122(o), the three-fourths guarantee period ends on the date of termination.

9. **EARNINGS RECORDS:** Employer agrees to keep accurate and adequate records with respect to the workers' earnings at the place or places of employment, or at one or more established central recordkeeping offices where such records are customarily maintained. All records must be available for inspection and transcription by the Department of Labor or a duly authorized and designated representative, and by the worker and representatives designated by the worker as evidenced by appropriate documentation. Where the records are maintained at a central recordkeeping office, other than in the place or places of employment, such records must be made available for inspection and copying within 72 hours following notice from the Department of Labor, or a duly authorized and designated representative, and by the worker and designated representatives. The content of earnings records must meet all regulatory requirements and be retained by the employer for a period of not less than 3 years after the date of certification by the Department of Labor. 20 CFR 655.122(j).
10. **HOURS AND EARNINGS STATEMENTS:** Employer agrees to furnish to the worker on or before each payday in one or more written statements the following information: (1) the worker's total earnings for the pay period; (2) the worker's hourly rate and/or piece rate of pay; (3) the hours of employment offered to the worker (showing offers in accordance with the three-fourths guarantee as determined in 20 CFR 655.122(i), separate from any hours offered over and above the guarantee); (4) the hours actually worked by the worker; (5) an itemization of all deductions made from the worker's wages; (6) If piece rates are used, the units produced daily; (7) beginning and ending dates of the pay period; and (8) the employer's name, address and FEIN. 20 CFR 655.122(k).

For workers engaged in the herding or production of livestock on the range, the employer is exempt from recording and furnishing the hours actually worked each day, the time the worker begins and ends each workday, as well as the nature and amount of work performed, but otherwise must comply with the earnings records and hours and earnings statement requirements set out in 20 CFR 655.122(j) and (k). The employer agrees to keep daily records indicating whether the site of the employee's work was on the range or off the range. If the employer prorates a worker's wage because of the worker's voluntary absence for personal reasons, it must also keep a record of the reason for the worker's absence. 20 CFR 655.210(f).



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11. **RATES OF PAY:** The employer agrees that it will offer, advertise in its recruitment, and pay at least the Adverse Effect Wage Rate (AEWR), the prevailing hourly wage rate, the prevailing piece rate, the agreed-upon collective bargaining rate, or the Federal or State minimum wage rate, in effect at the time work is performed, whichever is highest. If the worker is paid by the hour, the employer must pay this rate for every hour or portion thereof worked during a pay period. If the offered wage(s) disclosed in this clearance order is/are based on commission, bonuses, or other incentives, the employer guarantees the wage paid on a weekly, semi-monthly, or monthly basis will equal or exceed the AEWR, prevailing hourly wage or piece rate, the legal Federal or State minimum wage, or any agreed-upon collective bargaining rate, whichever is highest.
- If the worker is paid on a piece rate basis and at the end of the pay period the piece rate does not result in average hourly piece rate earnings during the pay period at least equal to the amount the worker would have earned had the worker been paid at the appropriate hourly rate of pay, the employer agrees to supplement the worker's pay at that time so that the worker's earnings are at least as much as the worker would have earned during the pay period if the worker had instead been paid at the appropriate hourly wage rate for each hour worked. 20 CFR 655.120, 655.122(l).
- For workers engaged in the herding or production of livestock on the range, the employer agrees to pay the worker at least the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, in effect at the time work is performed, whichever is highest, for every month of the job order period or portion thereof. If the offered wage disclosed in this clearance order is based on commissions, bonuses, or other incentives, the employer assures that the wage paid will equal or exceed the monthly AEWR, the agreed-upon collective bargaining wage, or the applicable minimum wage imposed by Federal or State law or judicial action, whichever is highest, and will be paid to each worker free and clear without any unauthorized deductions. The employer may prorate the wage for the initial and final pay periods of the job order period if its pay period does not match the beginning or ending dates of the job order. The employer also may prorate the wage if an employee is voluntarily unavailable to work for personal reasons. 20 CFR 655.210(g).
12. **FREQUENCY OF PAY:** Employer agrees to pay workers when due based on the frequency disclosed in this clearance order. 20 CFR 655.122(m).
13. **ABANDONMENT OF EMPLOYMENT OR TERMINATION FOR CAUSE:** If a worker voluntarily abandons employment before the end of the contract period, or is terminated for cause, employer is not responsible for providing or paying for the subsequent transportation and subsistence expenses of that worker, and that worker is not entitled to the three-fourths guarantee, if the employer notifies the Department of Labor and, if applicable, the Department of Homeland Security, in writing or by any other method specified by the Department of Labor or the Department of Homeland Security in the Federal Register, not later than 2 working days after the abandonment or termination occurs. A worker will be deemed to have abandoned the work contract if the worker fails to show up for work at the regularly scheduled time and place for 5 consecutive work days without the consent of the employer. 20 CFR 655.122(n).
14. **CONTRACT IMPOSSIBILITY:** The work contract may be terminated before the end date of work specified in the work contract if the services of the workers are no longer required for reasons beyond the control of the employer due to fire, weather, or other Act of God that makes fulfillment of the contract impossible, as determined by the U.S. Department of Labor. In the event that the work contract is terminated, the employer agrees to fulfill the three-fourths guarantee for the time that has elapsed from the start date of work specified in the work contract to the date of termination. The employer also agrees that it will make efforts to transfer the worker to other comparable employment acceptable to the worker and consistent with existing immigration laws. In situations where a transfer is not affected, the employer agrees to return the worker at the employer's expense to the place from which the worker, disregarding intervening employment, came to work for the employer, or transport the worker to his/her next certified H-2A employer, whichever the worker prefers. The employer will also reimburse the worker the full amount of any deductions made by the employer from the worker's pay for transportation and subsistence expenses to the place of employment. The employer will also pay the worker for any transportation and subsistence expenses incurred by the worker to that employer's place of employment. The amounts the employer will pay for subsistence expenses per day are those amounts disclosed in this clearance order. The amount of the transportation payment must not be less (and is not required to be more) than the most economical and reasonable common carrier transportation charges for the distances involved. 20 CFR 655.122(o).
- The employer is not required to pay for transportation and daily subsistence from the place of employment to a subsequent employer's worksite if the worker has contracted with a subsequent employer who has agreed to provide or pay for the worker's transportation and subsistence expenses from the present employer's worksite to the subsequent employer's worksite. 20 CFR 655.122(h)(2).
15. **DEDUCTIONS FROM WORKER'S PAY:** Employer agrees to make all deductions from the worker's paycheck required by law. This job offer discloses all deductions not required by law which the employer will make from the worker's paycheck and all such deductions are reasonable, in accordance with 20 CFR 655.122(p) and 29 CFR part 531. The wage requirements of 20 CFR 655.120 will not be met where undisclosed or unauthorized deductions, rebates, or refunds reduce the wage payment made to the employee below the minimum amounts required under 20 CFR part 655, subpart B, or where the employee fails to receive such amounts free and clear because the employee kicks back directly or indirectly to the employer or to another person for the employer's benefit the whole or part of the wage delivered to the employee. 20 CFR 655.122(p).
16. **DISCLOSURE OF WORK CONTRACT:** Employer agrees to provide a copy of the work contract to an H-2A worker no later than the time at which the worker applies for the visa, or to a worker in corresponding employment no later than on the day work commences. For an H-2A worker coming to the employer from another H-2A employer, the employer agrees to provide a copy of the work contract no later than the time an offer of employment is made to the H-2A worker. A copy of the work contract will be provided to each worker in a language understood by the worker, as necessary or reasonable. In the absence of a separate, written work contract entered into between the employer and the worker, the required terms of this clearance order, including all Addendums, and the certified *H-2A Application for Temporary Employment Certification* will be the work contract. 20 CFR 655.122(q).



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17. ADDITIONAL ASSURANCES FOR CLEARANCE ORDERS:

- A. Employer agrees to provide to workers referred through the clearance system the number of hours of work disclosed in this clearance order for the week beginning with the anticipated date of need, unless the employer has amended the date of need at least 10 business days before the original date of need by so notifying the Order-Holding Office (OHO) in writing (e.g., e-mail notification). The employer understands that it is the responsibility of the SWA to make a record of all notifications and attempt to inform referred workers of the amended date of need expeditiously. 20 CFR 653.501(c)(3)(i).
- If there is a change to the anticipated date of need, and the employer fails to notify the OHO at least 10 business days before the original date of need, the employer agrees that it will pay eligible workers referred through the clearance system the specified rate of pay disclosed in this clearance order for the first week starting with the originally anticipated date of need or will provide alternative work if such alternative work is stated on the clearance order. 20 CFR 653.501(c)(5).
- B. Employer agrees that no extension of employment beyond the period of employment specified in the clearance order will relieve it from paying the wages already earned, or if specified in the clearance order as a term of employment, providing transportation from the place of employment, as described in paragraph 7.B above. 20 CFR 653.501(c)(3)(ii).
- C. Employer assures that all working conditions comply with applicable Federal and State minimum wage, child labor, social security, health and safety, farm labor contractor registration, and other employment-related laws. 20 CFR 653.501(c)(3)(iii).
- D. Employer agrees to expeditiously notify the OHO or SWA by emailing and telephoning immediately upon learning that a crop is maturing earlier or later, or that weather conditions, over-recruitment, or other factors have changed the terms and conditions of employment. 20 CFR 653.501(c)(3)(iv).
- E. If acting as a farm labor contractor (FLC) or farm labor contractor employee (FLCE) on this clearance order, the employer assures that it has a valid Federal FLC certificate or Federal FLCE identification card and when appropriate, any required State FLC certificate. 20 CFR 653.501(c)(3)(v).
- F. Employer assures that outreach workers will have reasonable access to the workers in the conduct of outreach activities pursuant to 20 CFR 653.107. 20 CFR 653.501(c)(3)(vii).

I declare under penalty of perjury that I have read and reviewed this clearance order, including every page of this Form ETA-790A and all supporting addendums, and that to the best of my knowledge, the information contained therein is true and accurate. This clearance order describes the actual terms and conditions of the employment being offered by me and contains all the material terms and conditions of the job. 20 CFR 653.501(c)(3)(viii). I understand that to knowingly furnish materially false information in the preparation of this form and any supplement thereto or to aid, abet, or counsel another to do so is a federal offense punishable by fines, imprisonment, or both. 18 U.S.C. 2, 1001.

1. Last (family) name *	2. First (given) name *	3. Middle initial \$
Bell	Terri	
4. Title *		
Partner		
5. Signature (or digital signature) *		6. Date signed *
Digital Signature Verified and Retained By <i>Certifying Officer</i>		4/21/2022

Employment Service Statement

In view of the statutorily established basic function of the Employment Service (ES) as a no-fee labor exchange, that is, as a forum for bringing together employers and job seekers, neither the Department of Labor's Employment and Training Administration (ETA) nor the SWAs are guarantors of the accuracy or truthfulness of information contained on job orders submitted by employers. Nor does any job order accepted or recruited upon by the ES constitute a contractual job offer to which the ETA or a SWA is in any way a party. 20 CFR 653.501(c)(1)(i).

Public Burden Statement (1205-0466)

Persons are not required to respond to this collection of information unless it displays a currently valid OMB control number. Public reporting burden for this collection of information is estimated to average .63 hours per response for all information collection requirements, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing, reviewing, and submitting the collection of information. The obligation to respond to this data collection is required to obtain/retain benefits (44 U.S.C. 3501, Immigration and Nationality Act, 8 U.S.C. 1101, et seq.). Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the U.S. Department of Labor, Employment and Training Administration, Office of Foreign Labor Certification, 200 Constitution Ave., NW, Suite PPII 12-200, Washington, DC, 20210. (Paperwork Reduction Project OMB 1205-0466). DO NOT send the completed application to this address.



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	404 s. County Rd. Toledo, Iowa 52342 TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8033 42.4668 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.7825 42.4086 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5293 42.5153 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5203 42.5094 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6531 42.4774 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6476 42.4952 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6408 42.4948 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6504 42.4807 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6471 42.4883 Iowa GRUNDY		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5869 42.4939 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5906 42.4879 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5884 42.4814 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5794 42.4811 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5880 42.4760 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5790 42.4760 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5883 42.4719 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5789 42.4715 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5491 42.4805 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5525 42.4736 Iowa BLACK HAWK		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.6763 42.4522 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6353 42.4377 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6293 42.4343 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6230 42.4308 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6162 42.4308 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6461 42.4168 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5966 42.4326 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5858 42.4314 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5802 42.4314 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5753 42.4313 Iowa GRUNDY		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5757 42.4259 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6072 42.4156 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5593 42.4313 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6070 42.4091 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6069 42.4016 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6069 42.3960 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.7824 42.3363 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8795 42.2856 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6264 42.3633 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6261 42.3585 Iowa GRUNDY		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.6198 42.3580 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6046 42.3651 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6047 42.3583 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5264 42.3584 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5190 42.3598 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5214 42.3565 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5100 42.3576 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6240 42.3515 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6062 42.3515 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5750 42.3344 Iowa GRUNDY		6/25/2022	8/10/2022	128

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5457 42.3475 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5457 42.3423 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5408 42.3460 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5485 42.3335 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5382 42.3348 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5411 42.3277 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5197 42.3533 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5199 42.3479 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5313 42.3369 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5268 42.3368 Iowa BLACK HAWK		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5197 42.3369 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5196 42.3299 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4659 42.3297 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4589 42.3299 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4479 42.3371 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5743 42.3217 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5767 42.3148 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5768 42.3081 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5709 42.3221 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5704 42.3132 Iowa GRUNDY		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5596 42.3133 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5411 42.3135 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5708 42.3080 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5384 42.3073 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5389 42.3005 Iowa GRUNDY		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5287 42.3250 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5195 42.3224 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5288 42.3134 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5177 42.3158 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5287 42.3078 Iowa BLACK HAWK		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.4926 42.3213 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4865 42.3196 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4806 42.3165 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4684 42.3230 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4610 42.3229 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4897 42.3097 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4808 42.3085 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4591 42.3072 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4514 42.3226 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.7142 42.2722 Iowa TAMA		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.7050 42.2719 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5869 42.2951 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5966 42.2890 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5869 42.2916 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5968 42.2843 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5377 42.2942 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5089 42.2845 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5002 42.2848 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5187 42.2788 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5097 42.2790 Iowa TAMA		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5161 42.2724 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5117 42.2722 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4867 42.2915 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4808 42.2869 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4812 42.2728 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4509 42.2708 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4400 42.2722 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6063 42.2575 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3347 42.3012 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3297 42.2999 Iowa BLACK HAWK		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3909 42.2984 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4019 42.3018 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4027 42.3086 Iowa BLACK HAWK		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3333 42.2941 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3566 42.2567 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9770 42.1860 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9770 42.1824 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9281 42.1992 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9281 42.1922 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9309 42.1848 Iowa MARSHALL		6/25/2022	8/10/2022	128

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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.8951 42.1888 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8903 42.1916 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9017 42.1849 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8794 42.1969 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8798 42.1920 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8493 42.1847 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8231 42.2027 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8125 42.2024 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8307 42.1988 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8378 42.1919 Iowa MARSHALL		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.8117 42.1921 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8400 42.1865 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8401 42.1830 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8329 42.1847 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8282 42.1850 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8205 42.1831 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9769 42.1733 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9679 42.1739 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9675 42.1716 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9674 42.1681 Iowa MARSHALL		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.8993 42.1793 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8992 42.1762 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8587 42.1558 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8424 42.1775 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8375 42.1772 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8015 42.1630 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.7528 42.1766 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.8597 42.1490 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9264 42.1115 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.9411 42.0898 Iowa MARSHALL		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.9119 42.1045 Iowa MARSHALL		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5853 42.1782 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5961 42.1543 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5573 42.1564 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5167 42.1770 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5275 42.1705 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5201 42.1708 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.6053 42.1489 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5961 42.1520 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5870 42.1520 Iowa TAMA		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5764 42.1483 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5768 42.1253 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5684 42.1473 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5647 42.1485 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5700 42.1272 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5465 42.1273 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5354 42.1269 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5171 42.1339 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5282 42.1260 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5193 42.1283 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.5957 42.1049 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5864 42.1043 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5475 42.1190 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5300 42.1191 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5025 42.1024 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.5074 42.0958 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3776 42.2286 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3795 42.2216 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3932 42.2210 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3833 42.2143 Iowa TAMA		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3991 42.2217 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3783 42.2147 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3676 42.2218 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3598 42.2180 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3519 42.2212 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3689 42.2144 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2655 42.2310 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3940 42.1977 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3913 42.2009 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3845 42.1976 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3841 42.1913 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3893 42.1908 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3960 42.1924 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4007 42.1948 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3994 42.1853 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3516 42.2067 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3541 42.1994 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3432 42.1940 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3597 42.1982 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3492 42.1999 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3602 42.1927 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3524 42.1919 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3429 42.1999 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3311 42.1991 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3138 42.1907 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3036 42.1903 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3064 42.1990 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3127 42.1971 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3334 42.1927 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2856 42.1840 Iowa BENTON		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.2970 42.1850 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2963 42.1921 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2906 42.1999 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2558 42.1923 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2582 42.1978 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2541 42.1979 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2260 42.1994 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3845 42.1704 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3856 42.1774 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3802 42.1774 Iowa TAMA		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3785 42.1699 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4123 42.1627 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4040 42.1558 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3920 42.1562 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3811 42.1648 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3536 42.1701 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3552 42.1630 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3457 42.1555 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3547 42.1557 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3718 42.1631 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3636 42.1662 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3748 42.1703 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3620 42.1566 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3037 42.1607 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3060 42.1575 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2927 42.1775 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2916 42.1695 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2919 42.1732 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2761 42.1631 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2744 42.1553 Iowa BENTON		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.2660 42.1573 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2957 42.1620 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2949 42.1544 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2657 42.1543 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2541 42.1631 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2593 42.1558 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4015 42.1501 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3918 42.1483 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4089 42.1298 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4038 42.1272 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3917 42.1384 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3826 42.1435 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3823 42.1382 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3918 42.1346 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3802 42.1300 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3559 42.1490 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3621 42.1490 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3714 42.1262 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3723 42.1414 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3239 42.1431 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3150 42.1504 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3043 42.1414 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3019 42.1501 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3138 42.1431 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3232 42.1341 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3123 42.1338 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3125 42.1265 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3039 42.1310 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2936 42.1451 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2828 42.1480 Iowa BENTON		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.2665 42.1416 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2753 42.1419 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2898 42.1338 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2757 42.1273 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2782 42.1388 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2656 42.1332 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2855 42.1271 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2366 42.1409 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2155 42.1482 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1998 42.1406 Iowa BENTON		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.1875 42.1400 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1787 42.1396 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2070 42.1270 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1983 42.1343 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1951 42.1271 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1884 42.1275 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1783 42.1338 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4089 42.1191 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3902 42.1150 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3823 42.1024 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3942 42.1027 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4013 42.0915 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3821 42.0919 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3818 42.0888 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4047 42.1111 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3888 42.0998 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3825 42.0956 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3831 42.1119 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.4013 42.0884 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3696 42.1212 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3115 42.1110 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3135 42.1175 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3330 42.1043 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3254 42.0978 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3119 42.0977 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3025 42.0897 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3227 42.0905 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3328 42.1002 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3042 42.1177 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.3138 42.1047 Iowa TAMA		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.3031 42.0664 Iowa TAMA		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2952 42.1125 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2981 42.1191 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2955 42.0887 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2943 42.0981 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2559 42.1064 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2461 42.0991 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2469 42.1051 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2317 42.0931 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.2123 42.1054 Iowa BENTON		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Toledo	-92.1996 42.1049 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1999 42.0981 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1882 42.0922 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1952 42.0981 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1855 42.0979 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1885 42.1119 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1906 42.0549 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1876 42.0490 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Toledo	-92.1803 42.0975 Iowa BENTON		6/25/2022	8/10/2022	128
Pioneer Algona	4313'15.24" -931'19.2" Iowa MITCHELL		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Algona	43.267700, -93.146500 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.194500, -93.134200 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.231100, -93.195000 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.245800, -93.157100 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.229600, -93.136000 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.261500, -93.146400 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.251700, -93.167200 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.245600, -93.185700 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.245800, -93.174800 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.231200, -93.187900 Iowa CERRO GORDO		6/25/2022	8/10/2022	128

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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Algona	43.245100, -93.205600 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.223900, -93.176200 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.203900, -93.177800 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.209100, -93.186700 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.202500, -93.188300 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.257900, -93.188600 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.290700, -93.178300 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.231100, -93.166500 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.293100, -93.167000 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.290200, -93.038200 Iowa WORTH		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Algona	43.295400, -93.037200 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.216800, -93.167200 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.252300, -93.185500 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.216900, -93.186600 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.211300, -93.176300 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.238200, -93.175700 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.252400, -93.196700 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.258400, -93.183900 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.236500, -93.185500 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.223800, -93.188300 Iowa CERRO GORDO		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Algona	43.245900, -93.198600 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.222100, -93.195500 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.196500, -93.179100 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.195100, -93.148500 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.217100, -93.027900 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.216100, -93.037200 Iowa CERRO GORDO		6/25/2022	8/10/2022	128
Pioneer Algona	43.292900, -93.028800 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.303000, -93.049200 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.302800, -93.032800 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.291100, -93.022100 Iowa WORTH		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Pioneer Algona	43.295400, -93.041500 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.301200, -93.036400 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.280900, -93.035700 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.295800, -93.058700 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.300800, -93.069200 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.309400, -93.048700 Iowa WORTH		6/25/2022	8/10/2022	128
Pioneer Algona	43.303900, -93.069300 Iowa WORTH		6/25/2022	8/10/2022	128
Syngenta Seeds	42.306434064101420, - 92.819472915071970 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.212762709779020, - 92.871971983627920 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.371645, -93.030859 Iowa HARDIN		6/25/2022	8/10/2022	128



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1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	42.249926094831842, - 92.772469932856083 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.272747, -92.930018 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.326736506603680, - 92.880411173921118 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.364896791097429, - 92.959475241069313 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.335821554703600, - 92.960954248634830 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.321752139088261, - 92.868254311027727 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.430333369999320, - 92.810079143175830 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.293755030845990, - 92.850296893824750 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.233792535708645, - 92.880257965469940 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.350206131522675, - 92.956348525723001 Iowa GRUNDY		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	42.321596874568606, - 92.877587116192558 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.314705808525069, - 92.874997546520376 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.363813, -93.030944 Iowa HARDIN		6/25/2022	8/10/2022	128
Syngenta Seeds	42.213531866525493, - 92.889383639339982 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.286049514965790, - 92.821320411776670 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.407985214481926, - 93.010313833674960 Iowa HARDIN		6/25/2022	8/10/2022	128
Syngenta Seeds	42.203672717533586, - 92.860735835615117 Iowa MARSHALL		6/25/2022	8/10/2022	128
Syngenta Seeds	42.227027353915695, - 92.987541683607446 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.213873982366906, - 92.879594590078327 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.133931211738314, - 92.966625198956223 Iowa MARSHALL		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	42.150265255067370, - 92.897817167527650 Iowa MARQUETTE		6/25/2022	8/10/2022	128
Syngenta Seeds	42.430738381333050, - 92.815500943348470 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.430207818969549, - 92.790992186814421 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.401001434577450, - 93.007155542059400 Iowa HARRIS		6/25/2022	8/10/2022	128
Syngenta Seeds	42.213953050095881, - 92.864265546521395 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.285399408162920, - 92.879785889903720 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.342947772067539, - 92.977042110952354 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.331455604808426, - 92.978722981397894 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.430594674724730, - 92.821925862698166 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.333274872503580, - 92.956013980130460 Iowa GRUNDY		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	42.285283432318366, - 92.830726636734670 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.280628773631250, - 92.830851575955862 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.300046385494355, - 92.873466160520660 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.357836286699339, - 92.993389070491403 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.357287442291039, - 92.987298544672740 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.365228860802574, - 92.993237378711953 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.401444102318300, - 93.024941985702170 Iowa HARRIS		6/25/2022	8/10/2022	128
Syngenta Seeds	42.300377074843930, - 92.929842122817090 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	42.202562291699800, - 92.880484931219570 Iowa MADISON		6/25/2022	8/10/2022	128
Syngenta Seeds	42.196106950034090, - 92.859349901153510 Iowa MADISON		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	42.204709385464360, - 92.850303264786390 Iowa MARQUETTE		6/25/2022	8/10/2022	128
Syngenta Seeds	42.198968062254440, - 92.868760067951830 Iowa MARQUETTE		6/25/2022	8/10/2022	128
Syngenta Seeds	42.228427119651070, - 92.890227635859660 Iowa GRUNDY		6/25/2022	8/10/2022	128
Syngenta Seeds	41.865474354057625, - 91.127414424634566 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.834004532337410, - 91.087734436278723 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.840537665204714, - 91.088415519698930 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.862521595851774, - 91.107466157837800 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.867219943347038, - 91.078680196468738 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.858266483578880, - 91.117947754335490 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.862948187777064, - 91.134404014711805 Iowa CEDAR		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Syngenta Seeds	41.877641958077049, - 91.079491100009875 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.872125524951208, - 91.078907263065105 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.869994779371460, - 91.071522429196847 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.846626449595830, - 91.138043994421980 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.884579656160426, - 91.088934603246810 Iowa CEDAR		6/25/2022	8/10/2022	128
Syngenta Seeds	41.885155788920300, - 91.159347827148620 Iowa CEDAR		6/25/2022	8/10/2022	128
Q.O.P.C.	1050 110th St Belle Plaine, Iowa BENTON		6/25/2022	8/10/2022	128
Q.O.P.C.	1987 Middle Ossian Rd Decorah, Iowa WINNESHIEK		6/25/2022	8/10/2022	128
Q.O.P.C.	2452 140th Ave. Manchester, Iowa DELAWARE		6/25/2022	8/10/2022	128
Q.O.P.C.	1869 Middle Ossian Rd Decorah, Iowa WINNESHIEK		6/25/2022	8/10/2022	128



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C. Additional Place of Employment Information

1. Name of Agricultural Business §	2. Place of Employment *	3. Additional Place of Employment Information §	4. Begin Date §	5. End Date §	6. Total Workers §
Q.O.P.C.	2444 Madison Rd Decorah, Iowa WINNESHIEK		6/25/2022	8/10/2022	128

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D. Additional Housing Information

1. Type of Housing *	2. Physical Location *	3. Additional Housing Information §	4. Total Units *	5. Total Occupancy *	6. Applicable Housing Standards *
Barracks	901 W 4th St WATERLOO, Iowa 50701 BLACK HAWK		1	104	<input checked="" type="checkbox"/> Local <input checked="" type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal
					<input type="checkbox"/> Local <input type="checkbox"/> State <input type="checkbox"/> Federal



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H. Additional Material Terms and Conditions of the Job Offer

a. Job Offer Information 1

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties
3.	Details of Material Term or Condition (up to 3,500 characters) * Vegetables & Fruits: Workers will harvest various vegetable crops. Workers will perform post-harvest field cleanup. Workers will assist in preparing the fields for next season's planting season. This may include applying liquid fertilizers. Workers will maintain fields during the growing season as shown; do planting, irrigation, and staking and stringing of plants. Worker will use string to provide support for current vegetable plants and will be shown how to do this as well as pruning the plant appropriately. Sticks may be used instead of string at the grower's direction. Workers will remove weeds from plants either by hand or with hoe according to their supervisor's directions. Worker will proceed down field row in an orderly manner picking all ripe vegetables of correct size, shape, color, and maturity. Worker will place, not drop, product into harvest container and when full carry container to the designated area and either exchange for empty container or empty container then return to row and repeat process. Workers will not break skin of vegetables. Worker will not drop vegetables or damage plant. Worker will not leave on the vine or plant any appropriate product. Corn Detasselling: DURING DETASSELLING NO WORKER WILL BE ALLOWED TO BEGIN WORK WITHOUT THEIR ASSIGNED SAFETY GEAR: Workers will walk along assigned row of seed corn and removes remaining tassels from stalks on both sides of row. Care must be taken to remove tassel completely without damaging stalks. Perform any other duties involved in detasselling and rogueing of seed corn and maintenance of fields and production areas. Bean & Corn Rogueing & Weeding: Workers will walk seed fields to identify and remove rogue plants and discarding them as directed. Seed Corn Harvest & Sort: Workers will perform general duties associated with harvesting seed corn. Workers will help unload seed corn from trucks and trailers by hand and using a rake, watch the dryers, and may be requested to take corn samples and record weights. Workers will be sorting rouge ears of corn from transfer belt. Farm Equipment Operation During Field Operations: Workers will be required to operate tractors and other farm equipment during field operations as an incidental activity in the production of crops. Before any worker is required to operate any farm equipment, the worker will be instructed in the proper and safe operation of tractor. Workers will be required to operate tractors according to instructions and in a manner that protects the operator, other workers, trees, crops and equipment. Workers may be requested to perform minor and routine maintenance on farm vehicles and equipment. Repeated failure to obey operating and safety instructions may result in termination. Sanitation Requirements: For food and general personal safety purposes, all workers will be required and expected to follow common sanitary practices at all times. This is particularly critical when hand harvesting crops for human consumption. Employees are required to cleanse their hands by washing them thoroughly with soap and water after using the bathroom and before entering the fields for harvest activities or the packing facility for packing operations. Crew leader: Workers may perform various duties associated with overseeing seasonal work crews & time keeping. Workers that are able to be properly licensed will also transport workers. Some timekeeping may involve the use of electronics. Farm maintenance: Workers will perform various duties associated with general farm maintenance. Workers will clean hog buildings, using shovels and pumps. Workers will ensure farm building stay in good repair. Workers may be required to repair fencing, and farm building. 90% of the job is Detasselling. The other duties are duties that are incidental to the job and added due a wage and hour audit requirement.		

b. Job Offer Information 2

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Deductions from Pay
3.	Details of Material Term or Condition (up to 3,500 characters) * The employer will make the following deductions from the Worker's wages: FICA taxes, Medicare, Local, State (if applicable) and Federal Income tax as required by law. Workers will be charged for the following: cash advances and repayment of loans, meals (if applicable) repayment of overpayment of wages to the worker, and any other charges expressly authorized by the Worker in writing. No deduction not required by law will be made that brings the worker's hourly earnings below the statutory federal or state minimum wage. There may be deductions that reduce your pay below the stated contract wage; but will not reduce your pay below Federal or State Minimum Wage, whichever is higher. FICA, State and Federal taxes will not be deducted from those worker's wages that are working under a temporary, agricultural visa, unless it's discovered it is required or if the worker request withholding.		



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H. Additional Material Terms and Conditions of the Job Offer

c. Job Offer Information 3

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Additional Information Regarding Job Qualifications/Requirements
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Must have three months experience hand harvesting a perishable crop. Applicants must be able to furnish affirmative job references from recent employers operating comparable operations establishing acceptable previous experience. Must be physically able to meet and perform all job specifications stated in job order. Must be able to work in the hot humid weather for extended periods of time. Workers are subject to random drug testing at no cost to the employee. All drug testing will occur after the worker begins his or her employment and is not a part of the interview process. Failing or refusing a drug test will result in immediate termination.</p>			

d. Job Offer Information 4

1. Section/Item Number *	G.1	2. Name of Section or Category of Material Term or Condition *	Referral and Hiring Instructions
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Interested candidates should contact their local State Workforce Office to receive a copy of the ETA 790 and applicable attachments. Once the applicant has a copy of the job order should apply directly to the employer by emailing Terri or Katie at tbellespiga@hotmail.com, Monday Thursday 9:00 am until 3:00 pm. NO APPLICANTS ARE TO JUST SHOW UP WITHOUT A SCHEDULED INTERVIEW. All interstate (out of state) and intrastate (in state) applicants interested in this job offer should first contact the order holding office prior to contacting the employer for information and permission to refer. Workers should be fully apprised by their local employment office of the terms, conditions, and nature of employment prior to referral. This will enable applicants to review all the information and make an informed decision about the job and will ensure compliance with disclosure requirements. Interstate (out of state) and Intrastate (in state) candidates will be interviewed over the phone once employer has received written confirmation that all required disclosures have been made. Over the phone interviews (for non-local applicants) will be done once employer has received written confirmation that the employer has complied with all disclosure requirements in accordance with MSPA 20 CFR 500.76. Participation and monitoring of the interview process by SWA staff guarantees proper disclosure of the terms and conditions and protects the integrity of the interview process. Workers should be fully apprised by the local employment office of the terms, conditions, and nature of employment prior to referral. This will enable applicants to review all the information and make an informed decision about the job and will ensure compliance with disclosure requirements. Completing an application packet is part of the interview process.</p> <p>Workers should be fully apprised by the local employment office of the terms, conditions and nature of employment prior to referral. Workers are screened for compliance with the following criteria: a) confirm ability, availability, qualifications and willingness to perform work described and confirm intention to work the entire season, 2) local workers confirm availability of reliable daily transportation to and from the job site for the entire season. Non- local workers confirm availability of transportation to job site to begin work, 3) confirmation of full disclosure of all terms, condition, and nature of work-job by local employment staff, 4) affirmative confirmation of legal qualifications to work in the US as described below. The employer may terminate the worker (foreign and/or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers.</p> <p>Only workers legally entitled to work in the United States and who possess original identity and employment eligibility documents sufficient to complete USCIS Form I-9, as required by the Immigration and Nationality Act, will be permitted to complete the hiring process. Workers referred against this order should be informed that they must have these documents in their possession when they arrive at the place of employment. Provided that workers complete section 1 of form I-9, workers will have three business days to produce the required documentation to complete section 2 of form I-9, as provided in the Act. Workers not providing this documentation will not be allowed to go to work on the fourth business day of employment, or any subsequent days until the documentation is provided, as provided in the Act.</p>			



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H. Additional Material Terms and Conditions of the Job Offer

e. Job Offer Information 5

1. Section/Item Number *	F.2	2. Name of Section or Category of Material Term or Condition *	Inbound/Outbound Transportation - Inbound/Outbound
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * The Employer will not advance transportation and subsistence costs to workers for transportation to the place of employment. Employer reserves the right to arrange transportation in advance. If some worker choses to not take the employer arranged transportation, they will only be reimbursed the inner Mexico, or transportation not covered by the arranged transportation, and daily subsistence. Employer will not provide or pay transportation for workers that are terminated or quit prior to the end of the contract.			

f. Job Offer Information 6

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Farm, Field and Camp Maintenance: All workers will be responsible for picking up trash, cleaning bathrooms, sweeping floors and other farm, kitchen and camp cleaning and maintenance. During certain duties, workers may be required to work in teams to accomplish a certain task. When engaged in teamwork activities workers must coordinate with other members of the team to accomplish the task. Employer retains the right to discharge an obviously unqualified worker, malinger, or recalcitrant worker who is physically able but does not demonstrate the willingness to perform the work necessary for the employer to grow a premium quality product. Job specifications can change frequently during the season due to crop or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given by the supervisor for each day?s work. Instructions and general supervision will be provided by the farm owner/supervisor or a designated employee. However, field workers will be expected to perform their duties in a timely and proficient manner without close supervision. GENERAL CONDITIONS APPLICABLE TO ALL CROPS: Fieldwork begins at assigned time shortly after daylight. Work is performed during light rain and in high humidity and in temperatures ranging from 100 (+) degrees to below 35 degrees F. Workers will work on their feet in bent position for long periods of time. Workers will supply their own work clothes. All the tasks in this Job Description constitute one (1) job; the employer may assign workers to different tasks on any day or to multiple tasks during the same day in the sole judgment of the employer. Workers may be required to perform work, on the farm, that is incidental to farming the crops listed in the application, such as performing hand cultivation tasks, weeding or hoeing, cleaning and repairing farm buildings, seed beds, racks, grounds, operate and perform general maintenance tractor/farm equipment and vehicles, incidental crop, assist with lunchroom duties, set up and move irrigation pipes and equipment, gardening, weeding and shrubbing, etc. Full Crop Commitment: This is regular work, seven hours per day, Monday-Friday, and five hours on Saturday for the full remainder of the period of employment. The worker agrees to work for assigned employer(s) whenever work is available during the full remaining period of employment even though work may be slack at times. The worker understands that if the worker quits or is terminated for cause prior to the end of the period of employment, the worker will not receive the 3/4 guarantees and will not receive certain transportation reimbursements. Excessive tardiness and/or absences will not be tolerated and will result in termination. Daily individual work assignments, crew assignments, and location of work, will be made by and at the sole discretion of the farm manger and/or farm supervisor as the needs of the farming operation dictate. Workers may be assigned a variety of duties in any given day and/or different tasks on different days. Workers will be expected to perform any of the listed duties and work on any crop as assigned by the worker's supervisor.			

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H. Additional Material Terms and Conditions of the Job Offer

g. Job Offer Information 7

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Job Duties
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Harvesting specifications, in particular, can change from time to time during the season due to crop or market conditions, even on the same crop. Workers will be expected to conform to the specific instructions given for each day's work.</p> <p>The farm owner/supervisor or a designated employee will provide specific instructions and close supervision. Workers will be expected to perform their duties in a timely and proficient manner and will have close supervision to insure adherence to instruction. Work will be closely monitored and reviewed for quality.</p> <p>Worker must possess the physical strength and endurance (ability to continue or last) to repeat the harvest process though out the workday, working quickly and skillfully to perform activities assigned during that activity. Workers may not leave trash, or other discarded items in work areas or vehicles but must dispose of such items in provided receptacles. Workers must wash hands with soap and water after all bathroom and meal breaks. Allergies to varieties of ragweed, goldenrod, insecticides, related agricultural chemicals, etc., may affect worker's ability to perform the work described herein.</p> <p>The following definitions are provided to assist all workers with the employer's work standards. Work/Job Specification Definitions: a) Sloppy: not careful or neat: showing a lack of care, attention, or effort. b) bona fide: made with earnest intent c) earnest: serious in intention, purpose, or effort: d) sustained: continuing for an extended period or without interruption. e) endurance: the ability or strength to continue or last, especially despite fatigue, stress, or other adverse conditions. f) efficiently: performing or functioning in the best possible manner with the least waste of time and effort. g) consistently: Same way over a long period of time.</p>			

h. Job Offer Information 8

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - A2/ Workers Needed
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>The number of workers shown is the aggregate number of foreign workers that will be employed by the employer under this temporary employment certification. The approximate maximum number of workers (foreign and domestic) to be employed in the certified occupation is shown on the addendum. The numbers shown are approximations provided for the governing administrative agencies. The actual number of workers employed in the certified job opportunities of the grower at any given time may be more or less than the approximate numbers shown in the addendum, depending upon crop conditions, weather, markets or other circumstances that develop during the season. Employer anticipates hiring local workers in addition to this job order being filed.</p>			

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H. Additional Material Terms and Conditions of the Job Offer

i. Job Offer Information 9

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - A6/ Anticipated dates of need
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Approximate time during the contract period of crop activities for all crops included in the application. All of the time frames related to specific job descriptions for each crop listed in job description is approximations for the purpose of disclosure to potential applicants, applicants, and employee (both foreign and domestic). The job activities described may, in fact, occur earlier and/or later depending on a wide variety of variable?s including, but not limited to, weather conditions, weather disaster(s), Acts of God, disease pressure, positive or negative market conditions, availability or lack of availability of productions inputs, high or low cost of available inputs, and other factors, that the grower could not reasonably anticipate at the time this application was submitted and is beyond the control of the employer. These could develop and could occur at any time during the course of the growing season.			

j. Job Offer Information 10

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - A6/ Anticipated days and hours per week.
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Anticipated Hours of Work: Worker will report to work at the designated time and place as directed by the Grower each day. The standard workweek is 7 hours per day Monday-Friday and 5 hours on Saturday is normal; however, workers may be requested to work 12+ hours per day depending upon the conditions in the fields and maturity of the crops but will not be required to do so. Also, the workers may be requested to work on federal holidays and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. Down Time: Workers should expect occasional periods of little or no work because of weather, crop or other conditions beyond the employer?s control. These periods can occur anytime throughout the season. Starting and ending times may vary according to weather and crop conditions. When this occurs, the employer will give workers advance notice as possible. Starting and ending times will change due to weather and crop conditions. During certain times of the season workers are required to work at night. Workers will be given as much notice as possible when changing shifts are required. Also, the workers may be requested to work on federal holidays and on their Sabbath but will not be required to do so. Workers may volunteer to work additional hours when work is available. If a worker is offered and agrees to work more than the scheduled hours during the workweek, they must still report to work on their other scheduled days, unless arrangements are approved in advance with the owner or supervisor. Choosing to work longer hours during the week does not exclude you from working each scheduled work day. Not reporting for work on your scheduled work day will be counted as an unexcused absence.			



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k. Job Offer Information 11

1. Section/Item Number *	A.11	2. Name of Section or Category of Material Term or Condition *	Pay Deductions - A8a/ Additional wage information
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Employer reserves the right to pay higher than the stated wage rate to any worker foreign or domestic. This is not promised or guaranteed. The decision to pay above the stated rates will be made by the employer, at their sole discretion, and will be based on factors including the recipients? performance and tenure including working team leaders, and drivers.			

l. Job Offer Information 12

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - 8A/ Additional Job terms and conditions
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * A). Discipline and/or Termination: Employer may discipline and/or terminate the worker for lawful job-related reasons and so notify the Job Service local office of the termination if the worker: a) refuses without justified cause to perform work for which the worker was recruited and hired, b) commit serious act(s) of misconduct or serious or repeated violation(s) of Work Rules. c) threatens, harasses, or intimidates any supervisor, crew leader, or fellow employees, d) malingers or otherwise refuses without justified cause to perform as directed the work for which the Worker was recruited and hired; e) provides other lawful job-related reason(s) for termination of employment, f) abandons his employment (5 consecutive days of unexcused absences); g) falsifies identification, personnel, medical, production or other work related records, h) fails or refuses to take a drug test, or i) commits acts of insubordination, j) the employer may terminate the worker (foreign or domestic) with notification to the employment service if employer discovers a criminal conviction record or status as a registered sex offender that employer reasonably believes, consistent with current law, will impair the safety and living conditions of other workers. Reason beyond employer?s control? includes termination of workers, if he not a U.S. worker because a U.S. worker makes himself available for the job under DOL?s 50% rule. Workers must notify the employer prior to voluntarily terminating their employment. All wages due will be forwarded to the last known address for Workers that leave without providing notice. It is imperative that workers provide a complete and accurate address to the employer no later than the first day of employment. These employers have a no complete, no rehire policy. Termination for lawful job-related reasons before the specified ending date listed in this application will disqualify the employee from future employment opportunities with this employer. Workers who abandon their employment without notice during the period covered by this work agreement will be disqualified from future employment opportunities with this employer. Voluntary resignation before the specified ending date listed in this application may disqualify the employee from future employment opportunities with this employer. For workers who resign their employment voluntarily, the employer will consider and evaluate special circumstances and hardship cases on a case-by-case basis. Employees, without exception, are required to notify appropriate supervisory staff prior to voluntarily terminating their employment to be considered and eligible for exemption to the no complete - no rehire policy. Training: There will be a short demonstration period (up to 1 hr.) to familiarize workers with job specifications, to demonstrate proper methods and other crop specific issues. The employer will not provide separate formal orientation or training periods for each different crop or each different type of task or job assignment covered within the job description. After completion of the training period the employer will expect all workers to possess the skills to work in the production of the crops above			



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H. Additional Material Terms and Conditions of the Job Offer

m. Job Offer Information 13

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules 1-15
3. Details of Material Term or Condition (up to 3,500 characters) * The following other work rules are intended to provide examples of prohibited conduct, and to provide standards of conduct and performance expected of workers by the employer. Workers are expected to comply with all rules in this job order, including these other work rules, and any other lawful job-related employer requirements. Violation of any rule in this job order, including these other work rules, and other lawful job-related employer requirements, will be considered grounds for disciplinary action, up to and including termination. This is not an all-inclusive list. 1. Worker must perform his/her assigned work in a careful, workmanlike manner in accordance with the provision of the job order. 2. The illegal possession, illegal use or illegal distribution of drugs on company property, while performing work on others? property, housing property, or in company vehicles/equipment is strictly prohibited. The possession, use or distribution of alcoholic beverages on worksites, or in company vehicles/equipment is strictly prohibited. Anyone suspected to be under the influence of drugs or alcohol will not be permitted to work. Worker may be required to take a drug and/or alcohol test. Worker may not fail or refuse to take such tests. 3. Excessive absences and/or tardiness will not be tolerated. Employees are expected to be present, on time, able, ready, and willing to perform the assigned work every workday. Two consecutive days of unexcused absences or three in a 30-day period. Violation will be CAUSE FOR IMMEDIATE TERMINATION. Five consecutive days of unexcused absences is considered abandonment of their position. Worker must report at assigned time and place each workday as directed by the crew leader and/or supervisor. Excessive tardiness is defined as 2 unexcused tardies in a row or 5 unexcused tardies in a period of thirty days. WORKERS WILL BE DISCHARGED FOR EXCESSIVE TARDINESS. 4. Worker may not take unauthorized breaks from work. 5. Worker may not leave the field or other assigned work area without permission of supervisor. 6. Worker may not enter employer's premises without authorization. 7. Worker may not begin work prior to scheduled starting time or continue working after stopping time unless authorized by the supervisor. 8. Worker may not deliberately restrict production. 9. Worker may not possess weapons or ammunition on company property, while performing work on others? property, on housing property, or in company vehicles/equipment. Worker may not verbally or physically threaten another person with any tool or weapon. 10. Worker may not display immoral or indecent conduct on company property, while performing work on others? property, on housing property, or in company vehicles/equipment. 11. Worker may not engage in harassment of others. 12. Worker may not tamper with vending or cash machines. 13. Only the employees of the company are allowed on company property, on housing property, or in company vehicles/equipment. No others are allowed without permission from a supervisor. 14. Worker will be discharged for fighting, horseplay, or scuffling on company property, on housing property, or in company vehicles/equipment. 15. Worker may not post or remove any notices, signs, or other instructions from the employer's bulletin boards or the employer's property without permission from the employer.			

n. Job Offer Information 14

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Work Rules 16 -29
3. Details of Material Term or Condition (up to 3,500 characters) * 16. Worker may not falsify identification, personnel, medical, production or work-related records. 17. Worker may not willfully abuse or destroy any machinery, vehicle, equipment, tools or other property belonging to the employer or to others. 18. Worker may not use or operate vehicles, machines, tools, equipment or property to which the worker has not been specifically assigned by his crew leader and/or supervisor. Worker may not use or operate vehicles, machines, tools, equipment or property for their personal use unless expressly authorized by the employer. 19. Worker may not misuse, remove, or attempt to remove company possessions from company property, from housing property, or from company vehicles/equipment without authorization. Worker may not misuse, remove or attempt to remove fellow workers possessions. 20. Worker may not abuse, write or mark on, or destruct company possessions or possessions of others. 21. Worker must obey all safety rules, common safety practices and operating instructions. Worker must report any injuries or accidents to their supervisor or their employer as soon as possible. Unsafe work behavior or failure to report an unsafe situation will subject the worker to disciplinary action. 22. Worker must follow crew leader and/or supervisor's instructions. 23. Worker may not commit acts of insubordination ? including, but not limited to, the refusal to perform assigned work, the use of malicious or profane language toward crew leaders or supervisors, or other conduct which fails to regard authority or undermines the authority of a crew leader or supervisor. 24. After the training period, worker is expected to possess the skills necessary to perform the job described in the job order. 25. Worker will not knowingly engage in any type of behavior or take any action that might cause the employer to be out of compliance with any local, state, or federal law. 26. Worker must not drop paper, cans, bottles and other trash in fields, packinghouse, company property, others? property, housing property, or in company vehicles/equipment. Trash and waste receptacles must be used. 27. Personal vehicles are not allowed in the fields. Personal vehicles will need to be left at designated location as set by the employer. 28. All personal entertainment devices are prohibited at work-Do not bring these to work with you. 29. Workers may not use cell phones, theirs or the employers, for personal use during the work period. Workers may carry and are encouraged to use cell phones in the case of a bona fide emergency. The employer is not responsible for lost or damage phones.			



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o. Job Offer Information 15

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Farm, Harvest & Field food safety rules
3. Details of Material Term or Condition (up to 3,500 characters) * FARM, HARVESTING, AND FIELD FOOD SAFETY RULES 1. Worker must practice good personal hygiene. 2. Worker should wash and sanitize hands for at least 20 seconds: a. Before and after working b. Before beginning work in a different area c. Before and after eating d. After visiting the restrooms, toilets and port-a-johns e. Before and after treating an open wound or cut f. Before and after treating an individual with a cut or wound g. After blowing of nose h. After touching the hair or face i. After sneezing or coughing j. After touching anything which can cause contamination or performing maintenance k. After any break l. After handling any dirty raw material or garbage m. After touching animals or animal feces 3. All jewelry (ring with stones, watches, earrings, etc) must be removed before entering any work area. Wedding bands without stones are permitted (supervisor's authorization is required). 4. Eating food, drinking beverages, chewing gum and using tobacco products are strictly prohibited in all work areas. 5. Worker should use proper hand washing and toilet facilities. 6. Report any active case of illness to crew leader or supervisors before beginning work. Workers with bad colds, contagious diseases, boils or sores will not be allowed to contact product, equipment, boxes and containers. 7. If worker cuts him or herself while working, worker should stop work immediately, cover the wound, and report it to the supervisor. Keep wounds covered so that you do not contaminate the product, equipment, boxes and containers with body fluids. 8. All workers shall maintain neatness while in working areas. 9. Personal items such as pens, pencils, keys, tobacco products, cell phones, snacks, etc., shall not be carried in pockets while in working areas. 10. Animals are prohibited on all farm premises. 11. Only employer personnel and registered visitors are allowed on the employer's premises. Visitors must sign in at designated area prior to entering the premises. 12. Workers families and children are not allowed in any work area. 13. Tools, knives and sheaths must be sanitized upon entering each field, leaving each field, with each crop change and after each break. Worker should wear knife sheath at all times when working. Knife should be stored in sheath. 14. If issued, worker should change and have laundered at least every other day his/her uniforms, and protective clothing. If required, worker should use personal protective equipment correctly. 15. No glass is allowed in any work areas.			

p. Job Offer Information 16

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional employer policies
3. Details of Material Term or Condition (up to 3,500 characters) * SUBSTANCE ABUSE POLICY: This employer will strive to provide a safe and healthful work environment, free of substance abuse, for the protection of our associates, employees and visitors. The use, possession or being under the influence of illegal drugs or alcohol during working time is prohibited. Employees may also be requested to take random drug tests at no cost to the worker. Workers are subject to random drug testing effective their first date of work. Failure to comply with the request or testing positive will result in immediate termination. Duty to leave: Pursuant to 20 CFR 655.135(i)(1), each employee that enters the United States with an H-2A temporary work visa must return at the end of the period listed in this contract and certified by the U.S. Department of Labor or upon separation from the employer, whichever is earlier, unless the employee is being sponsored by another subsequent H-2A employer. Grievance Policy: If any area of your work is causing you concern, you have the responsibility to address your concern with your immediate supervisor. Most problems can and should be solved in discussion with your immediate supervisor; if after these attempts there is no satisfactory resolution, you should bring your concerns to upper management. This employer strongly urges the reporting of all incidents of discrimination, harassment, bullying, intimidation, or retaliation, regardless of the offender's identity or position. Individuals who believe they have experienced any of these or who have concerns about such matters should file their complaints before the conduct becomes severe or pervasive. Individuals should not feel obligated to file their complaints with their immediate supervisor first before bringing the matter to the attention of upper management. Our goal is to have a work environment where we all treat each other respectfully and professionally. Any unprofessional or disrespectful behavior, even if not illegal, that interferes with that goal and will not be tolerated. The employer reserves the right to respond to inappropriate behavior even where no one has complained or indicated they have been offended. Employer will not tolerate any type of harassment or intimidation of fellow workers. If you are threatened or intimidated in any way you should report this to upper management immediately.			



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H. Additional Material Terms and Conditions of the Job Offer

q. Job Offer Information 17

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional employer policies
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * Harassment: The employer committed to providing a safe, flexible and respectful environment for employees, staff, clients, or anyone you come into contact with on company business, free from all forms of sexual harassment. Any type of sexual harassment is grounds for immediate termination. Sexual harassment is a specific and serious form of harassment. It is defined as: unwelcome sexual behaviour, which could be expected to make a person feel offended, humiliated or intimidated. Sexual harassment can be physical, spoken or written. It can include: a) comments about a person's private life or the way they look, b) sexually suggestive behaviour, such as leering or staring, c) brushing up against someone, touching, fondling or hugging, d) sexually suggestive comments or jokes e) displaying offensive screen savers, photos, calendars or objects, f) repeated requests to go out, g) requests for sex, h) sexually explicit emails, text messages or posts on social networking sites. Just because someone does not object to inappropriate behaviour in the workplace at the time, it does not mean that they are consenting to the behaviour. Sexual harassment is covered in the workplace when it happens at work, at work-related events, between people sharing the same workplace, or between colleagues outside of work. Prohibition of charging fees: No workers are allowed to charge other workers any fees PERIOD. This includes kickbacks, bribes, recruitment, attorney, processing, placement fees to include, free labor, or any other type of fee or service. Workers being asked for fees or services should report this immediately to employer. Workers caught charging or requesting fees will be terminated immediately.			

r. Job Offer Information 18

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules 1-9
3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) * HOUSING RULES This housing is temporary in-season housing provided for migrant agricultural workers employed by employer. who are unable to commute daily from their normal place of residence. The housing provided is group housing. All residents must be mindful of the rights of other residents for quiet enjoyment of employer-provided housing. For the protection of the employer and the employer's property, and to assure the comfort of all residents, the following housing rules will apply. Violators of the housing rules will be subject to disciplinary action, which may include termination of employment and/or removal from the housing. 1. Housing assignments will be made exclusively by the employer. Workers may occupy only the housing to which they are assigned. Workers may only sleep in rooms, areas, or units as assigned by the employer or designated supervisor. 2. Workers assigned to bunk beds may not separate the bunk beds, as open floor space in sleeping rooms is needed by all occupants. All beds must be kept elevated at least 12 inches from the floor. 3. Workers must not remove light bulbs from the lights in the housing. 4. Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner, allowing for reasonable wear and tear. Workers shall cooperate with other workers assigned to such housing in maintaining common kitchen and living areas in good condition. Workers will be required to keep the exterior area surrounding the camp clean and clear of debris. Workers shall promptly report any problems with housing to the employer or designated supervisor. 5. Workers shall report any problem with the housing or any potential problem with compliance immediately upon discovery to the employer or designated supervisor. 6. Kitchen facilities and other common areas are for the use of all residents of the housing unit. Please be considerate of your fellow workers. Each person using the kitchen facilities must clean them up promptly after each use. All occupants must cooperate and share in the responsibility for keeping all common areas clean and maintaining them in good condition. No person with a contagious disease should work in preparing, cooking or handling of the food. 7. The following is not allowed in any sleeping rooms: Electric stoves, gas stoves, hot plates, toaster ovens, refrigerators, electric heaters, air conditioning units, and open flames of any kind. 8. Occupants are forbidden from removing batteries from smoke detectors for any reason. 9. Occupants must not drop paper, cans, bottles or other trash in the housing units or the surrounding area. Trash and waste receptacles must be used. Lids MUST remain on these receptacles at all times as required by law.			

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H. Additional Material Terms and Conditions of the Job Offer

s. Job Offer Information 19

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Housing Rules 10-25
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>10. Workers living in employer's housing may have guests on housing premises so long as there is no behavior hurtful to others. No persons, other than workers assigned by employer to a room, may sleep in any room. Workers may not entertain guests in or on housing premises after 9:00 p.m. Sunday through Friday, nor after 12 midnight on Saturday.</p> <p>11. Occupants may not interrupt other workers rest/sleep period by excessive noise or commotion. Workers must not play loud music after 9:00 p.m. on work nights, or after 12:00 p.m. on Saturday night.</p> <p>12. Fighting, horse play, scuffling, throwing things, drunkenness, loud or rowdy behavior and threatening other occupants will not be tolerated and may be cause for termination and removal from the housing.</p> <p>13. Workers are not to remove the paper tag from the fire extinguishers. Extinguishers are to remain in their holder.</p> <p>14. No firearms or any other weapons may be brought onto the housing premises by any person other than law enforcement officials at any time.</p> <p>15. Occupants may not post nor remove any notices, signs, posters, bulletin boards, or other such documents from the employer provided housing without specific authority from the employer.</p> <p>16. Occupants may not willfully abuse or destroy any property at the housing owned and provided by the employer.</p> <p>17. Occupants may not remove beds, refrigerators, stoves, tables, chairs, etc., or any other equipment from the housing premises without specific authorization from the employer. Do not remove storage boxes provided for storing clothes and personal articles.</p> <p>18. Workers will be discharged for stealing from the employer or from other workers.</p> <p>19. The use or possession of illegal drugs will be cause for immediate termination and removal from the housing.</p> <p>20. Workers will not knowingly or deliberately engage in any type of behavior or take any action that might cause the housing or the grower to be out of compliance with any local, state, or federal law.</p> <p>21. Common drinking cups are not permitted to prevent the spread of disease and illness.</p> <p>22. Workers must keep toilet rooms lighted during the day and night.</p> <p>23. Workers must not feed any stray animals at the housing facilities. Report any stray animals to employer or designated supervisor.</p> <p>24. Workers must leave all stick props in the windows so that windows can be propped open in warm weather. Workers must not remove screens or screen mesh material from windows or doors.</p> <p>25. Workers must not remove self-closing devices from doors.</p> <p>IN THE EVENT OF AN EMERGENCY OR LIFE-THREATENING SITUATION, CALL 911. THE LOCAL AUTHORITIES WILL HAVE SOMEONE RESPOND, DEPENDING ON THE SITUATION ? AN AMBULANCE, THE FIRE DEPARTMENT OR THE POLICE WILL RESPOND.</p>			

t. Job Offer Information 20

1. Section/Item Number *	B.6	2. Name of Section or Category of Material Term or Condition *	Job Requirements - Additional Housing
<p>3. Details of Material Term or Condition (<i>up to 3,500 characters</i>) *</p> <p>Additional housing information: Free family housing is not available and it is not a prevailing practice in the area of intended employment to provide family housing to temporary or seasonal farmworkers. Housing is provided at no cost to workers who are not reasonably able to return the same day to their place of residence. This paragraph applies to such workers only. Housing is not provided to non-workers. Housing capacity is strictly regulated by the US Department of Labor, and no person, other than the eligible employees authorized by the employer, may occupy or remain overnight in employer-provided housing. The housing is offered as temporary in-season (during the employment period only) housing provided for migrant agricultural workers while they are employed at farms beyond normal commuting distance from their residence. Workers provided housing by the employer must vacate the housing upon termination of employment, within one payroll period, in compliance of local/state tenancy laws. No charge will be made for beds or cooking utensils and similar items furnished to workers to whom housing is provided hereunder unless unlawfully removed or damaged beyond normal wear and tear. All housing is group housing in which all workers will share kitchens and common areas without regard to gender. Female workers, however, will be provided with sleeping facilities shared only with other family members or with other females. Sex-segregated toilets facilities will be provided. Workers who reside in such housing agree to be responsible for maintaining the housing in a neat and clean manner. Reasonable repair costs of damage or loss of property, other than that caused by normal wear and tear will be charged to the worker if he is found to be responsible for damage or loss to housing or furnishings.</p> <p>Housing will be kept clean & in compliance with OSHA farm labor camp standards when occupied. The housing must remain in compliance with OSHA standards during the period of occupancy. Occupants must cooperate with the employer & other workers in maintaining the housing unit in a clean condition & good repair. Residents are required to report any compliance problem with the housing to the employer or supervisor immediately upon discovery. Residents must not take any action to deliberately cause the housing or the grower to be out of compliance with any federal, state or local regulation. The employer, who is ultimately responsible for ensuring compliance, retains the right to inspect the housing to assure compliance with OSHA standards.</p>			

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u. Job Offer Information 21

1. Section/Item Number *	A.8a	2. Name of Section or Category of Material Term or Condition *	Job Duties - Covid-19 Notifications
3. Details of Material Term or Condition (up to 3,500 characters) *			
COVID-19 Workplace Safety Policies			
Personal Hygiene and Safety Protocols			
We are following protocols provided by the CDC, as well as any state or local health requirements. We may also implement additional safety requirements, at our discretion, at any time.			
Illness and Sick Leave			
You may be subject to health screening when entering the workplace including daily taking of temperature.			
Workers may be required to quarantine based on the state's requirements. If you feel any signs of illness, you must stay home.			

v. Job Offer Information 22

1. Section/Item Number *		2. Name of Section or Category of Material Term or Condition *	
3. Details of Material Term or Condition (up to 3,500 characters) *			